



**STANDARDS OF APPRENTICESHIP
adopted by**

C-TRAN/MACHINIST LOCAL #1432 APPRENTICESHIP COMMITTEE

(sponsor name)

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term</u>
BODY REPAIRER, BUS	49-3021.00	8000 HOURS
COACH HEAVY DUTY DIESEL MECHANIC	49-3031.00	8000 HOURS
FACILITIES MAINTENANCE MECHANIC	49-9042.00	8000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

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Initial Approval

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Committee Amended

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Standards Amended (review)

OCTOBER 16, 2009
Standards Amended (administrative)

By: LEE NEWGENT
Chair of Council

By: ELIZABETH SMITH
Secretary of Council

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INTRODUCTORY STATEMENT

The director of the Department of Labor and Industries appointed the Washington State Apprenticeship and Training Council (WSATC) as the regulatory body responsible for developing, administering, and enforcing apprenticeship program standards (Standards) for the operation and success of apprenticeship and training programs in the State of Washington. Apprenticeship program sponsors function, administer, or relinquish authority only with the consent of the WSATC. Furthermore, only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these standards of apprenticeship declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program sponsor that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Program sponsors shall notify apprentices and employer training agents (if applicable) of changes when they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (Department) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

Sections of these standards identified as bold "insert text" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of the standards are boilerplate and may only be modified by the WSATC.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

Sponsor Introductory Statement (Optional):

Recognizing the continuous advancements in coach maintenance technologies and the challenge to increase customer satisfaction, this program establishes on the job training that leads the apprentice to the status of State Certified Journey Level Heavy Duty Diesel Mechanic.

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To this end, the graduated apprentice will be able to demonstrate all competencies of this trade that exemplify the highest standards of the transit industry.

The objectives of this program will be accomplished through the joint efforts of C-TRAN Administration, International Association of Machinist and Aerospace Workers Local #1432, and the Department of Labor and Industries.

I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement [portability agreements – see WAC 296-05-303(4)(g)] with other sponsors for the use of apprentices by training agents that are working outside of their approved geographic area. Also, the WSATC may recognize and approve out-of-state apprenticeship programs and standards if certain conditions are met and the out-of-state sponsoring entity requests it (see WAC 296-05-327). Apprenticeship program sponsors will ensure compliance with the provisions of any agreement recognized by the WSATC.

This program shall incorporate C-TRAN's area boundaries of its Public Transportation Benefit Area.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [see WAC 296-05-316(17)].

Age: **Applicants must be at least eighteen (18) years of age.**

Education: **High school graduate or GED equivalent with the ability to read and understand written instructions, equipment maintenance and repair manuals, and write simple sentences in English.**

Physical: **Meet basic physical standards: pass employment physical examination and drug screen.**

Testing: **None**

Other: **Within 6 months of selection, must be in possession of a valid Washington State Commercial Drivers License, Class B with a passenger endorsement and the air brake restriction removed.**

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

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Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, creed, national origin, age, sexual orientation, marital status, veteran or military status, the presence of a disability or any other characteristic protected by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council (chapter 296-05 WAC) and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

Exempt per WAC 296-05-405(1)(a)

B. Equal Employment Opportunity Plan:

- 1. Exempt per WAC 296-05-405(1)(a)**
- 2. C-TRAN, as a municipal entity, has on file at its headquarters, an Affirmative Action Plan.**

Discrimination Complaints.

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours of reasonably continuous employment in each occupation identified in these Standards. The term of apprenticeship must be stated in hours of employment [WAC 296-05-316(1)].

The term of apprenticeship for Body Repairer, Bus; Coach Heavy Duty Diesel Mechanic; and Facilities Maintenance Mechanic shall be 8000 hours of reasonably continuous employment.

V. INITIAL PROBATIONARY PERIOD:

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship.

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Advance credit/standing will not reduce the initial probationary period. The initial probationary period [WAC 296-05-316(22)]:

1. Is the period following the apprentice's registration into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship or one year from date of registration, unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
2. Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

All apprentices employed in accordance with these standards shall be subject to a probationary period not to exceed the first 1040 hours of employment.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction [WAC 296-05-316(5)].

1. **Body Repairer, Bus:**
There will not be more than one (1) apprentice to every one (1) journey-level Coach technician in C-TRAN's Maintenance Facility.
2. **Coach Heavy Duty Diesel Mechanic:**
There will not be more than one (1) apprentice to every three (3) journey-level mechanics in C-TRAN's Maintenance Facility.
3. **Facilities Maintenance Mechanic:**
There will not be more than one (1) apprentice to every two (2) journey-level Facilities Maintenance Workers in C-TRAN's Maintenance Facility.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

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The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired [WAC 296-05-316(27)]. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

All occupations have the same wage progression as indicated:

Step	Number of hours/months	Percentage of journey-level rate or basic wage, whichever is higher
1	0000 - 1000 hours	55%
2	1001 - 2000 hours	60%
3	2001 - 3000 hours	65%
4	3001 - 4000 hours	70%
5	4001 - 5000 hours	75%
6	5001 - 6000 hours	80%
7	6001 - 7000 hours	85%
8	7001 - 8000 hours	95%

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VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. [WAC 296-05-303(5)(f)]

Hours of work and instruction will be assigned by the Sponsor and may occur on any of the regularly scheduled work shifts.

A. Body Repairer, Bus

HOURS

Covering all body, fender, floor, roof, and interior repair and replacement, glass replacement, vehicle painting, and all other work generally associated as herein contained.

- 1. Basic Paint and Preparation800**
Stripping paint, sanding and scuffing (Understanding uses of and types of equipment), masking and surface preparation, paint finish care and maintenance (cleaning and polishing).
- 2. Advanced Preparation and Paint2400**
Body shop tool and equipment, familiarization and safety, prepare sheetmetal work for painting by cleaning, leveling, filling and surfacing, small body repairs, dents and parts replacement, primer and paint application, spot refinishing and blending colors (color matching), refinish entire vehicle in low VOC paints, applying decals and strips.
- 3. Component Removal and Replacement.....1000**
Remove, replace and align bolt on body panels, to include: fender, doors, grills, deck lids, etc., remove and replace doorlock assemblies, window regulators, upholstery, glass and various interior components.
- 4. Metal and Fiber Glass Repair.....2600**
Correcting damaged sheetmetal and fiberglass, roughing and straightening damaged parts, welding, fabricating various types of metals using MIG, and stick welders, oxy-acetylene and plasma cutters, sheetmetal break, shear, forming equipment, etc., shrinking damaged metal, application of various body filler and resin, and urethane bumper repair.

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- 5. Major Pulling and Structure Repair1000**
Removal and replacing of weld-on panels, squaring and
aligning completed body assembly.

- 6. Estimation and Documentation200**
Estimation of damage, repairs, parts and labor costs, fleet
management documentation, fleet information systems, shop
procedures and safety, material use and cost, material
purchasing.

TOTAL HOURS: 8000

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<u>B. Coach Heavy Duty Diesel Mechanic:</u>	<u>HOURS</u>
1. Familiarization540 Shop routine, preventative maintenance program introduction, general vehicle orientation of all C-TRAN equipment.	
2. Brakes and Air Systems.....480 Adjusting, relining, repair air and hydraulic operated brake systems, repair of various air operated components, S-Cam Brakes, Wedge Brakes, Disc Brakes, ABS systems air dryer, air compressor, air governor, air reservoirs.	
3. Steering and Suspension.....260 Steering units, shock absorbers, power steering system, air bag suspension.	
4. Electrical Systems880 Alternators and regulators, wire and light systems, electric motors, batteries, gauges, multiplex systems.	
5. Engines1500 Cummins and Detroit Diesel engines, tune-up, failure analysis, fuel systems, cooling systems, air systems, lube systems, Ford engines, computerized engine controls.	
6. Transmissions.....1000 Allison, Voith, Ford, computer controls, driveline and u- joints, transmission replacement, general transmission maintenance.	
7. HVAC.....1000 Thermoking units, refrigerant recovery/recycling, preventive maintenance, E.P.A. certifications #608 and #609, heat control systems, general repairs to HVAC components.	
8. Wheelchair lifts500 Lift-U, Ricon, Braun, preventative maintenance, repair, replacement.	
9. Farebox/Headsigns.....400 GFI model, preventative maintenance, repair, and replacement. Luminator Model, repair and replacement.	
10. Ford Systems1000	

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**Brakes, steering, suspension, climate control, lighting,
electrical, engine, transmission.**

- 11. Miscellaneous.....440**
Exhaust systems, welding, shop operations, review

TOTAL HOURS: 8000

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<u>B. Facilities Maintenance Mechanic:</u>	<u>HOURS</u>
1. Orientation.....	200
a. Terminology	
b. Maintenance Procedures Preventative Maintenance Sheets, general policies and procedures	
c. Safety procedures/fire safety Annual fire sprinkler systems, fire alarm systems, annual elevator testing, safe work practices	
d. Building Codes Annual back flow water testing, all building codes covered	
2. Tool Usage and Care.....	1100
a. Hand Tools Knowledge, care and proper use of all hand tools required for the job (i.e. wrenches, hammers, DVOM, taps, etc.)	
b. Power Tools Knowledge, safety and proper use of all power tools required for the job (i.e. drills, saws, lathes, etc.)	
c. Electronic controls/computer equipment Troubleshooting and servicing electronic and computer equipment/PC knowledge and use.	
3. Preventive Maintenance	700
a. Record keeping (work orders) Work order process and data entry on repair orders.	
b. Inventory systems Inventory policies and procedures. Purchase requisitions, ordering parts.	
c. Quality control procedures Testing and verify correct operation of equipment serviced (HVAC units, bus wash, shop air compressors, lifting equipment, shop equipment, AFS - Automatic Fuel System.	
4. Facility.....	3000
a. Interior structure Plumbing, industrial wiring, structure repair/replacement, HVAC servicing and troubleshooting, cleaning, lighting, painting and prepping, and exhaust ventilation.	
b. Exterior structure Plumbing, outside wiring, landscape, painting and prepping, parking lot maintenance (striping), bus shelter installation and handling, repair, cleaning and pad installation.	

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- 5. Repair and Maintenance3000**
Equipment /Machinery
Operate truck and trailer, 1-ton truck with sander/plow. Boom
truck operation. Flagger certification, scissor lift and forklift
certification, fabricating various types of metal using MIG, and
stick welders, oxy-acetylene and plasma cutters, sheet metal
break, shear, forming equipment, etc. Operate and service
landscaping equipment, lawn mowers, snow blower, weed eater,
machine shop equipment, paint sprayer, etc.

TOTAL HOURS: 8000

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IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in related/supplemental instruction shall not be considered as hours of work and the apprentice is not required to be paid for time spent in related/supplemental instruction.

The sponsor and training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to the Department on a quarterly basis. Such reports will clearly identify paid versus unpaid and supervised versus unsupervised RSI time for industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any supervised apprentice, not being paid to attend RSI, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

In case of failure on the part of any apprentice to fulfill the obligation to attend RSI, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

The methods of related/supplemental training must consist of one or more of the following (please indicate by checking those that apply):

- ☐ Supervised field trips
- ☒ Approved training seminars (specify)
- ☐ A combination of home study and approved correspondence courses (specify)
- ☒ State Community/Technical college
- ☐ Private Technical/Vocational college
- ☐ Training trust
- ☒ Other (specify): **In-house training classes conducted at C-TRAN under the maintenance training program.**

144 Minimum RSI hours per year defined per the following (see WAC 296-05-316(6)):

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- (X) twelve-month period from date of registration.*
- () defined twelve-month school year: (insert month) through (insert month).
- () two-thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

Additional Information:

The 144 hours of minimum related supplemental instructions may be provided through any or all of the sources identified.

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the sponsor's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [as described in WAC 296-05-316(22)].

A. General Procedures

- 1. Apprentices will be required to complete and pass all shop and required course assignments prior to advancement.**
- 2. Supervision, Oversight and Training:**
 - a. Body Repair, Bus Apprentices will be supervised by the Facility Maintenance Manager, overseen by the Maintenance Training**

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Supervisor, and trained by a journey-level Facilities Maintenance Worker.

- b. Coach Heavy Duty Diesel Mechanic Apprentices will be supervised by the Maintenance Floor Supervisor, overseen by the Maintenance Training Supervisor, and trained by a journey-level Coach Diesel Mechanic.**
 - c. Facilities Maintenance Mechanic Apprentices will be supervised by the Facility Maintenance Manager, overseen by the Maintenance Training Supervisor, and trained by a journey-level Facilities Maintenance Worker.**
- 3. Apprentices will submit monthly progress reports between the fifth (5th) and the tenth (10th) of each month to the Maintenance Training Supervisor or designee for evaluation and sign off. The Maintenance Training Supervisor or designee will submit them for review by the Apprenticeship Committee. Necessary actions, if needed, to improve progress will be taken at that time.**
 - 4. The apprentice must possess the minimum tools listed in the current C-TRAN/IAMAW Labor agreement as required for their respective skilled occupation objective. The apprentice will not accrue work process hours in the apprenticeship program until all tools in the minimum tool list have been displayed to the Apprenticeship Committee.**
 - 5. Management and Labor will abide by the Apprenticeship Committee's decisions.**
 - 6. In the event an apprentice, promoted from within C-TRAN, is unsuccessful in the program, the Employer will make every effort to reassign that employee to his/her prior position. In any event, the Employer will not terminate an employee who cannot successfully complete a promotional probation period, provided, however, nothing in this section shall restrict the rights of the Employer under article 29.1. (C-TRAN/IAMAW Labor agreement 12.2)**

B. Local Apprenticeship Committee Policies

Minimum Tool List as indicated in Section X.A.4.

1. Body Repairer, Bus:

SCHEDULE D - 2	Allowance: \$250 per year
3/8" Drive Socket Set	Crescent Wrench (two)

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9 sockets 3/8" to 7/8"	Hammers
9 deep sockets 3/8" to 7/8"	8 oz and 16 oz ball peen
Reversible ratchet	Soft face
2" Drive Socket Set	Two body hammers
10 sockets 3/8" to 15/16"	Two-Piece Body Dolly Set
6 deep sockets 9/16 to 7/8"	Gasket Scraper
Reversible ratchet	Wire brush
Breaker bar	Allen Wrench Set
Combination wrench set 1/4" to 1-1/4" (17 pc.)	3/8" Drive Metric Socket Set 10mm to 18mm (9 pc.)
Phillips Screwdriver Set (3 pc.)	Metric Combination Wrench Set 7mm to 17 (11pc)
Standard Screwdriver Set (3 pc.)	5 Punches
Pliers:	3 Chisels
Channel Locks	Screw Extractor Set
Vise grips	Tool Storage Unit on Rollers
Needle nose	
Slip Joint	
Wire Strippers	
Side Cutters	

2. Coach Heavy Duty Diesel Mechanic:

SCHEDULE D - 1	Allowance: \$400 per year
1/4" Drive Socket Set	Screw extractor set
9 sockets 3/16" to 2"	8 oz and 16 oz ball peen hammers
7 sockets 7mm to 10mm	Soft face hammer
Reversible ratchet	Metal cutting shears
3/8" Drive Socket Set	Prybar
9 sockets 3/8" to 7/8"	Pliers
9 deep sockets 3/8" to 7/8"	Channel locks 6" and 10"
9 sockets 10mm to 18mm	Needle nose
8 impact sockets 5/16" to 3/4"	Slip joint pliers
5/8" and 13/16" spark plug sockets	Side cutters
Reversible ratchet	Vise grips (2 pc.)
Air impact wrench	Snap ring pliers -internal and external
2" Drive Socket Set	Wire stripper/crimpers
14 sockets 3/8" to 1-1/4"	Battery Tools
14 deep sockets 3/8" to 1-1/4"	Terminal and cable brush
14 impact sockets 3/8" to 1-1/4"	Test light
Breaker bar	Inspection mirror (extension type)

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Torque wrench 0-150 lb/ft	Magnetic pickup tool
Reversible ratchet	Flashlight
Air impact wrench	12' tape measure
Combination wrench set 1/4" to 1-1/4" (17 pc.)	Feeler gauge set - .0015" to .035"
Combination wrench set 7mm to 19, 21, 22, 24, and 27mm	Blow gun (rubber tipped)
Allen wrench set	Gasket scraper
Flare nut wrench set 3/8" to 7/8"	Wire brush
Crescent Wrench set 6", 10", and 15"	File set (5 pc.)
10" pipe wrench	Punch set (5 pc.)
Screwdrivers:	Chisel set (4 pc.)
Phillips set (5 pc.)	Tool Storage Unit on Rollers
Standard set (5 pc.)	

3. Facilities Maintenance Mechanic:

SCHEDULE D - 4	Allowance: \$65 per year
6" and 10" Crescent Wrench	Side Cutters
16 oz Claw Hammer	Utility Knife
Combination Wrench Set 3/8" to 3/4 "	25' x 1" Tape Measure
Slip Joint Pliers	Vise Grips
Standard Screwdrivers (3 pc)	Pocket Knife
Phillip Screwdrivers (3 pc)	Leatherman Tool
Channel Locks	Plastic Tool Box

C. Complaint and Appeal Procedures:

All registered programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(22)

Prior to: 20 calendar days of intention of disciplinary action by a sponsor

- Sponsors must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action must be sent to the apprentice

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Within: 30 calendar days request for reconsideration from the sponsor

- Apprentice to request sponsor to reconsider their action

Within: 30 calendar days of apprentice's request for reconsideration

- Sponsor must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

Within: 30 calendar days of final action

- Apprentice must submit the complaint in writing to the Department
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local sponsor

Within: 30 business days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or sponsor disputes supervisor decision:

Within: 30 calendar days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 calendar days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC. Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)

Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in

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the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The program sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department on request.

Records required by WAC 296-05-400 through 455 (see Part D of chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

2. The sponsor will submit to the Department through the assigned state apprenticeship consultant the following list:

Forms are available on line at

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp> or from your assigned apprenticeship consultant.

- Apprenticeship Agreements – within first 30 days of employment
 - Authorization of Signature forms - as necessary
 - Approved Training Agent Agreements (sponsor approving or canceling) – within 30 days
 - Minutes of Apprenticeship Committee Meetings – within 30 days of meeting (not required for Plant program)
 - Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor
 - Journey Level Wage Rate – annually, or whenever changed
 - Request for Revision of Standards - as necessary
 - Request for Revision of Committee - as necessary
 - Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, by April 10
 - 2nd quarter: April through June, by July 10
 - 3rd quarter: July through September, by October 10
 - 4th quarter: October through December, by January 10
 - On-the-Job Work Hours Reports (bi-annual)
 - 1st half: January through June, by July 30
 - 2nd half: July through December, by January 31
3. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for Department approval and updating these Standards. The

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apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:

- Program name
 - Sponsor's introductory statement (if applicable)
 - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - Section VII: Apprentice Wages and Wage Progression
 - Section IX: Related/Supplemental Instruction
 - Section XI: Committee - Responsibilities and Composition (including opening statements)
 - Section XII: Subcommittees
 - Section XIII: Training Director/Coordinator
4. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for related/supplemental instruction. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with the Department before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.

The Department must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the minutes approving the changes, which may be:

- Certificate of completion
 - Additional credit
 - Suspension (i.e. military service or other)
 - Reinstatement
 - Cancellation and/or
 - Corrections
2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.

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4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
6. Hear and adjust all complaints of violations of apprenticeship agreements.
7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.
3. Submit approved training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the Department within thirty days of said action.

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E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the Department designee will act as the employee representative.

Quorum: A quorum consists of 1 employer and 1 employee representative.

Program type administered by the committee: INDIVIDUAL JOINT

The employer representatives shall be:

**John Orsetti, Chairman
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

**Tim Shellenberger
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

**John Dailey
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

**Celia Sherbeck
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

The employee representatives shall be:

**Mike Felts, Secretary
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

**Curtis McConnell
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

**John Peters
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

**Jerry Storie
2425 NE 65th Avenue
Vancouver, WA 98668-2529**

XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these Standards, and are subject to

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the main committee. All actions of the subcommittee(s) must be approved by the main committee.

NONE

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

NONE